

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		06-CB-232470	12-10-18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name: International Union, Security, Police and Fire Professionals of America (SPFPA), Local 502		b. Union Representative to Contact: Thomas Hearn, Staff Representative	
c. Address: 25510 Kelly Road Roseville, MI 48066-4994		d. Tel. No. (586)-772-7250	e.e. Cell No. (814)-221-1253
		f. Fax No. (586)-772-9644	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (b) (6), (b) (7)(C) 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by delaying to process a grievance or take other action on behalf of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) discharge for arbitrary or discriminatory reasons or in bad faith.			

3. Name of Employer GEO Group at Moshannon Valley Correctional Center		4a. Tel. No. (814)-768-1200	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 555 Geo Drive, Philipsburg, PA 16866-8139		6. Employer representative to contact Ed Uhlig, HR Director	
7. Type of Establishment (factory, mine, wholesaler) Correctional facility	8. Principal product or service		9. Number of Workers employed Approx. 200
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			

12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C), an individual	Tel. No.	
(signature of representative or person making charge)	Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 12-06-18	Fax No.	
		e-Mail	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151, et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 06  
1000 Liberty Ave Rm 904  
Pittsburgh, PA 15222-4111

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (412)395-4400  
Fax: (412)395-5986

February 28, 2019

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and  
Fire Professionals of America (SPFPA),  
Local 502 (GEO Group at Moshannon  
Valley Correctional Center)  
Case 06-CB-232470

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA), Local 502 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that the Union breached its duty of fair representation to you when it held your grievance in abeyance during the period February through October 2018. In that regard, the evidence is clear that the Union took that action with the full agreement of GEO Group at Moshannon Valley Correctional Center. The Union has explained this mutual decision on the basis that you were engaged in the processing of a complaint with the Equal Employment Opportunity Commission (EEOC) during that period, which reasonably might have concluded with a full resolution and remedy on all your claims against your former employer. Although you disagree with the Union's decision in this regard, the decision appears to be a reasonable one and, moreover, would potentially work to your advantage. Under these circumstances, it cannot be concluded that the Union acted outside the wide range of reasonableness afforded it under the Act. *Air Line Pilots Ass'n v. O'Neill*, 499 U.S. 65, 67 (1991).

Although not specifically alleged in the charge, you assert that the Union breached its duty of fair representation to you, and, therefore, violated Section 8(b)(1)(A) of the National Labor Relations Act, when it decided not to arbitrate a grievance concerning your discharge. It is well established that a union breaches its duty of fair representation "only when a union's conduct toward a member of the collective bargaining unit is arbitrary, discriminatory, or in bad faith." *Vaca v. Sipes*, 386 U.S. 171, 190 (1967).

You assert that the Union's decision not to arbitrate your grievance was imprudent and unjustified based on the evidence available to the Union. Because there is insufficient evidence of bad faith or discrimination, the Union's decision to not arbitrate your grievance would only be unlawful if it was arbitrary. Under Board precedent, such a decision would have to be so far

outside of a “wide range of reasonableness . . . that it is wholly irrational or arbitrary.” *Air Line Pilots Ass’n v. O’Neill, supra*. The Region’s investigation disclosed that the Union engaged in a careful and reasoned decision-making process when it decided not to arbitrate your grievance. In making this determination, the Union examined the contractual language, video evidence showing certain conduct you engaged in on July 18, 2017, and documentary evidence of a log you prepared with respect to that conduct. After evaluating that evidence, the Union decided not to arbitrate the grievance because it did not believe that it could prevail before an arbitrator. The Union appears to have met the standard for performing its duty of fair representation under these circumstances.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency’s e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

**Appeal Due Date:** The appeal is due on March 14, 2019. If the appeal is filed electronically, the transmission of the entire document through the Agency’s website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than March 13, 2019. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

International Union, Security, Police and  
Fire Professionals of America (SPFPA),  
Local 502 (GEO Group at Moshannon  
Valley Correctional Center)  
Case 06-CB-232470

- 3 - February 28, 2019

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before** March 14, 2019. The request may be filed electronically through the ***E-File Documents*** link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after March 14, 2019, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Nancy Wilson

Nancy Wilson  
Regional Director

Enclosure

cc: Thomas Hearn, Staff Representative  
International Union, Security, Police and  
Fire Professionals of America, (SPFPA),  
Local 502  
25510 Kelly Road  
Roseville, MI 48066-4994

International Union, Security, Police and  
Fire Professionals of America (SPFPA),  
Local 502 (GEO Group at Moshannon  
Valley Correctional Center)  
Case 06-CB-232470

- 4 - February 28, 2019

Richard M. Olszewski, Esq.  
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The Cadillac Tower  
65 Cadillac Square, Suite 3727  
Detroit, MI 48226-2893

Ed Uhlig, HR Director  
GEO Group at Moshannon Valley  
Correctional Center  
555 Geo Drive  
Philipsburg, PA 16866-8139

Tony W. Torain, Esq.  
Littler Mendelson, P. C.  
815 Connecticut Ave., NW, Ste 400  
Washington, DC 20006-4046

nm

UNITED STATES OF AMERICA		<b>DO NOT WRITE IN THIS SPACE</b>	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		06-CB-236524	2-21-19
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, and Fire Professionals of America (SPFPA)		b. Union Representative to Contact Mark Crawford Vice-President Locally: (b) (6), (b) (7)(C)	
c. Address 25510 Kelly Road, Roseville, MI 48066-7250		d. Tel. No. (586)772-7250 (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No. (586)772-9644	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) pertaining to seniority issues for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Paragon Systems		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) William S. Moorhead Federal Building		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Service	8. Principal product or service Security	9. Number of Workers employed 100	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
B (b) (6), (b) (7)(C) (Signature of charging party)		(b) (6), (b) (7)(C)	Tel. No.
		Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 2/20/19	Fax No.
			e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



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Telephone: (412)395-4400  
Fax: (412)395-5986

March 29, 2019

(b) (6), (b) (7)(C)

Re: International Union, Security, Police, and  
Fire Professionals of America (SPFPA)  
Paragon Systems  
Case 06-CB-236524

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police, and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

**Decision to Dismiss:** In view of your lack of cooperation in investigating this case, I have determined that further proceedings are not warranted at this time and I am dismissing your charge.

On March 7, and March 11, 2019, the Board Agent assigned to your case telephoned you in order for you to present evidence in support of your charge. On each of these occasions, voicemail messages were left specifically asking for your prompt response in returning the Board Agent's calls in order to begin the investigation of your charge. You failed to respond to these messages. On March 11, 2019, the Board Agent also emailed you asking that you promptly return her calls in order to begin the investigation. You failed to respond to this message. On March 12, 2019, the Board Agent telephoned you to inform you that you would be receiving a letter regarding your investigation. On this occasion, a voicemail message was left informing you to promptly respond to the Board Agent regarding whether you wished to pursue the investigation. You failed to respond to this message. On March 12, 2019, the Board Agent sent you a letter by email and regular mail informing you that failure to respond by March 18, 2019, would result in a recommendation that your charge be dismissed for lack of cooperation. Again, you failed to respond. Based on your lack of cooperation in this matter, I am dismissing the charge. If you wish to refile this charge later when you can cooperate in the investigation, you may do so. However, your attention is directed to Section 10(b) of the Act which provides that a charge must be filed with the NLRB and served on the charged party within six months of the conduct alleged to be unlawful.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
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**Appeal Due Date:** The appeal is due on **April 12, 2019**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than April 11, 2019. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

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International Union, Security, Police, and  
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- 3 - March 29, 2019

keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



Nancy Wilson  
Regional Director

Enclosure

cc:

Mark Crawford, Vice-President  
International Union, Security, Police, and  
Fire Professionals of America (SPFPA)  
25510 Kelly Road  
Roseville, MI 48066-7250

**(b) (6), (b) (7)(C)**  
International Union, Security, Police, and  
Fire Professionals of America (SPFPA)  
25510 Kelly Road  
Roseville, MI 48066-7250

Richard M. Olszewski, Esquire  
Gregory, Moore, Jeakle & Brooks, P.C.  
The Cadillac Tower  
65 Cadillac Square, Suite 3727  
Detroit, MI 48226-2893

nm

UNITED STATES OF AMERICA		<b>DO NOT WRITE IN THIS SPACE</b>	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		06-CB-236524	2-21-19
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1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, and Fire Professionals of America (SPFPA)		b. Union Representative to Contact Mark Crawford Vice-President Locally: (b) (6), (b) (7)(C)	
c. Address 25510 Kelly Road, Roseville, MI 48066-7250		d. Tel. No. (586)772-7250 (b) (6), (b) (7)(C)	e. Cell No.
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h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
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3. Name of Employer Paragon Systems		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) William S. Moorhead Federal Building		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Service	8. Principal product or service Security	9. Number of Workers employed 100	
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12. DECLARATION			
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B (b) (6), (b) (7)(C) (Signature of charging party)		(b) (6), (b) (7)(C) (Print/type name and title or office, if any)	Tel. No.
			Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 2/20/19	Fax No.
			e-Mail (b) (6), (b) (7)(C)

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(b) (6), (b) (7)(C)



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March 29, 2019

(b) (6), (b) (7)(C)

Re: International Union, Security, Police, and  
Fire Professionals of America (SPFPA)  
Paragon Systems  
Case 06-CB-236524

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police, and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

**Decision to Dismiss:** In view of your lack of cooperation in investigating this case, I have determined that further proceedings are not warranted at this time and I am dismissing your charge.

On March 7, and March 11, 2019, the Board Agent assigned to your case telephoned you in order for you to present evidence in support of your charge. On each of these occasions, voicemail messages were left specifically asking for your prompt response in returning the Board Agent's calls in order to begin the investigation of your charge. You failed to respond to these messages. On March 11, 2019, the Board Agent also emailed you asking that you promptly return her calls in order to begin the investigation. You failed to respond to this message. On March 12, 2019, the Board Agent telephoned you to inform you that you would be receiving a letter regarding your investigation. On this occasion, a voicemail message was left informing you to promptly respond to the Board Agent regarding whether you wished to pursue the investigation. You failed to respond to this message. On March 12, 2019, the Board Agent sent you a letter by email and regular mail informing you that failure to respond by March 18, 2019, would result in a recommendation that your charge be dismissed for lack of cooperation. Again, you failed to respond. Based on your lack of cooperation in this matter, I am dismissing the charge. If you wish to refile this charge later when you can cooperate in the investigation, you may do so. However, your attention is directed to Section 10(b) of the Act which provides that a charge must be filed with the NLRB and served on the charged party within six months of the conduct alleged to be unlawful.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

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Very truly yours,



Nancy Wilson  
Regional Director

Enclosure

cc:

Mark Crawford, Vice-President  
International Union, Security, Police, and  
Fire Professionals of America (SPFPA)  
25510 Kelly Road  
Roseville, MI 48066-7250

**(b) (6), (b) (7)(C)**  
International Union, Security, Police, and  
Fire Professionals of America (SPFPA)  
25510 Kelly Road  
Roseville, MI 48066-7250

Richard M. Olszewski, Esquire  
Gregory, Moore, Jeakle & Brooks, P.C.  
The Cadillac Tower  
65 Cadillac Square, Suite 3727  
Detroit, MI 48226-2893

nm

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		06-CB-239961	4-17-19
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA), Local 508		b. Union Representative to Contact Harold Trigg, Region Director	
c. Address 25510 Kelly Road Roseville, MI 48066		d. Tel. No. 937-298-6108	e.e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about March 21, 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by agreeing to and creating unfair work schedules for bargaining unit employees, for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer The Meadows Racetrack and Casino		4a. Tel. No. 724-229-6936	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 210 Racetrack Road Washington, PA 15301		6. Employer representative to contact Martin Kolovich, Chief of Security	
7. Type of Establishment (factory, mine, wholesaler) Entertainment venue	8. Principal product or service Entertainment		9. Number of Workers employed 1000
10. Full name of party filing charge (b) (6), (b) (7)(C), an individual		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) an individual	
(signature of representative or person making charge)		Print/type name and title or office, if any	
Address: (b) (6), (b) (7)(C)		Date: 4-18-19	Cell No. (b) (6), (b) (7)(C)
		Fax No.	e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 06  
1000 Liberty Ave Rm 904  
Pittsburgh, PA 15222-4111

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (412)395-4400  
Fax: (412)395-5986

August 2, 2019

Richard M. Olszewski, Esq.  
Gregory, Moore, Brooks & Clark., PC  
65 Cadillac Square, Suite 3727  
Detroit, MI 48226

Re: International Union, Security, Police and Fire  
Professionals of America (SPFPA), Local 508  
(The Meadows Racetrack and Casino)  
Case 06-CB-239961

Dear Mr. Olszewski:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in cursive script, appearing to read "Nancy Wilson", is written in black ink.

Nancy Wilson  
Regional Director

cc: Harold Trigg, Region Director  
International Union, Security, Police and Fire  
Professionals of America (SPFPA), Local 508  
25510 Kelly Road  
Roseville, MI 48066-4994

(b) (6), (b) (7)(C)

A large black rectangular redaction box covers several lines of text in the distribution list.

Martin Kolovich, Chief of Security  
The Meadows Racetrack and Casino  
210 Racetrack Road  
Washington, PA 15301

nm

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		Case 06-CB-241652	Date filed 5-16-19
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA), Local 508		b. Union Representative to Contact Harold Trigg Region Director	
c. Address 25510 Kelly Road Roseville, MI 48066-4994		d. Tel. No. (937)298-6108	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s)(1) (A) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about May 10, 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by reporting to The Meadows Racetrack and Casino certain conduct that (b) (6), (b) (7)(C) had engaged in about (b) (6), (b) (7)(C) 2018, for arbitrary or discriminatory reasons or in bad faith.</p> <p>Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has caused The Meadows Racetrack and Casino to suspend (b) (6), (b) (7)(C) for reasons other than the failure to tender uniformly required initiation fees and periodic dues.</p>			
3. Name of Employer The Meadows Racetrack and Casino		4a. Tel. No. (724)229-6936	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant Involved (street, city, state, and ZIP code) 210 Racetrack Road, Washington, PA 15301		6. Employer representative to contact Martin Kolovich, Chief of Security	
7. Type of Establishment (factory, mine, wholesaler) Entertainment Venue	8. Principal product or service Entertainment		9. Number of Workers employed 1000
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Tel. No.
(signature of representative or person making charge)		An Individual	(b) (6), (b) (7)(C)
		Print/type name and title or office, if any	(b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 5-16-19	Fax No.
			e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 06  
1000 Liberty Ave Rm 904  
Pittsburgh, PA 15222-4111

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (412)395-4400  
Fax: (412)395-5986

August 2, 2019

Richard M. Olszewski, Esq.  
Gregory, Moore, Brooks & Clark., PC  
65 Cadillac Square, Suite 3727  
Detroit, MI 48226

Re: International Union, Security, Police and Fire  
Professionals of America (SPFPA), Local 508  
(The Meadows Racetrack and Casino)  
Case 06-CB-241652

Dear Mr. Olszewski:

This is to advise you that I have approved the withdrawal of the charge in the above matter.


Very truly yours,

Nancy Wilson  
Regional Director

cc: Harold Trigg, Region Director  
International Union, Security, Police and Fire  
Professionals of America (SPFPA), Local 508  
25510 Kelly Road  
Roseville, MI 48066-4994

Martin Kolovich, Chief of Security  
The Meadows Racetrack and Casino  
1414 Country Club Road  
Fairmont, WV 26554

(b) (6), (b) (7)(C)



nm

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

07-CA-256031

Date Filed

2-10-2020

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Tenet Healthcare ( Sinai Grace Police Authority)		b. Tel. No. (313) 966-1000
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 6071 W Outer Drive MI Detroit 48235-_____	e. Employer Representative Dan Herman Manager	g. e-Mail
		h. Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Security Systems & Services	j. Identify principal product or service Hospital Security	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3, 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

Title:

**4a. Address (Street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

B

(signature of representative or person making charge)

(b) (6), (b) (7)(C)

Title:

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

02/9/2020 00:54:50

(date)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 2020

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 05-200  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

February 19, 2020

Shaun P. Ayer, Attorney  
The Allen Law Group PC  
3011 West Grand Boulevard, Suite 2500  
Fisher Building  
Detroit, MI 48202

Re: Tenet Healthcare  
(Sinai Grace Police Authority)  
Case 07-CA-256031

Dear Mr. Ayer:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in black ink, which appears to read "Terry Morgan".

Terry Morgan  
Regional Director

DM/ld

cc: Dan Herman, Manager  
Tenet Healthcare  
(Sinai Grace Police Authority)  
6071 West Outer Drive  
Detroit, MI 48235

(b) (6), (b) (7)(C)

A large black rectangular redaction box covering several lines of text in the bottom left corner of the document.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 7-CB-17199	Date Filed 2-10-11

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, SPFPA Local 1227 (Main Office)		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Rd Roseville, MI 48066		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No. 586-772-9644	g. e-Mail www.SPFPA.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) NO proper representation from union. I feel that I was not represented in my best interest at all!			
3. Name of Employer Greentown Casino		4a. Tel. No. (313) 223-2999	b. Cell No.
		c. Fax No.	d. e-Mail greentown casino/Hotel.com
5. Location of plant involved (street, city, state and ZIP code) 555 E. Lafayette St. Detroit MI 48226		6. Employer representative to contact Mr. Bruce Berger	
7. Type of establishment (factory, mine, wholesaler, etc.) Casino	8. Identify principal product or service Gaming/Security	9. Number of workers employed Approx. 2000	
10. Full name of party filing charge (b) (6), (b) (7)(C)		b. Cell No. (b) (6), (b) (7)(C)	
		c. Fax No.	(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that the statements therein are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) ing charge) (Print/type name and title or office, if any)			
Address (b) (6), (b) (7)(C)		(date) 2-8-2011 (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Collection of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor



United States Government  
**NATIONAL LABOR RELATIONS BOARD**  
**REGION 7**

477 Michigan Avenue - Room 300  
Detroit, MI 48226-2569

Telephone  
FAX

(313) 226-3200  
(313) 226-2090  
[www.nlr.gov](http://www.nlr.gov)

April 6, 2011

(b) (6), (b) (7)(C)



Re: Local 1227, International Union, Security,  
Police and Fire Professionals of America  
(SPFPA) (Greektown Casino)  
Case 7-CB-17199

Dear (b) (6), (b) (7)(C)

The Region has carefully investigated and considered your charge alleging violations under Section 8 of the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have concluded that further proceedings are not warranted, and I am dismissing your charge.

**Your Right to Appeal:** The National Labor Relations Board Rules and Regulations permit you to obtain a review of this action by filing an appeal with the GENERAL COUNSEL of the National Labor Relations Board. Use of the Appeal Form (Form NLRB-4767) will satisfy this requirement. However, you are encouraged to submit a complete statement setting forth the facts and reasons why you believe that the decision to dismiss your charge was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at [www.nlr.gov](http://www.nlr.gov), click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14<sup>th</sup> Street, N.W., Washington, D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

***Appeal Due Date and Time:*** The appeal is due on **April 20, 2011**. If you file the appeal electronically, it will be considered timely filed if the transmission of the entire document through the Agency's website is accomplished **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the General Counsel in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** on the appeal due date or be postmarked or given to the delivery service no later than **April 19, 2011**.

***Extension of Time to File Appeal:*** Upon good cause shown, the General Counsel may grant you an extension of time to file an appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to [www.nlr.gov](http://www.nlr.gov), click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. The fax number is (202) 273-4283. A request for an extension of time to file an appeal **must be received on or before the original appeal due date**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

***Confidentiality/Privilege:*** Please be advised that we cannot accept any limitations on the use of any appeal statement or evidence in support thereof provided to the Agency. Thus, any claim of confidentiality or privilege cannot be honored, except as provided by the FOIA, 5 U.S.C. 552, and any appeal statement may be subject to discretionary disclosure to a party upon request during the processing of the appeal. In the event the appeal is sustained, any statement or material submitted may be subject to introduction as evidence at any hearing that may be held before an administrative law judge. Because we are required by the Federal Records Act to keep copies of documents used in our case handling for some period of years after a case closes, we may be required by the FOIA to disclose such records upon request, absent some applicable exemption such as those that protect confidential source, commercial/financial information or personal privacy interests (e.g., FOIA Exemptions 4, 6, 7(C) and 7(d), 5 U.S.C. § 552(b)(4), (6), (7)(C), and (7)(D)). Accordingly, we will not honor any requests to place limitations on our use of appeal statements or supporting evidence beyond those prescribed by the foregoing laws, regulations, and policies.

***Notice to Other Parties of Appeal:*** You should notify the other party(ies) to the case that an appeal has been filed. Therefore, at the time the appeal is sent to the General Counsel, please complete the enclosed Appeal Form (NLRB-4767) and send one copy of the form to all parties whose names and addresses are set forth in this letter.

Very truly yours,

Stephen M. Glasser  
Regional Director

LRH/ld

Enclosure

cc:

General Counsel, Office of Appeals

Local 1227, International Union, Security, Police  
and Fire Professionals of America (SPFPA)

Attn: (b) (6), (b) (7)(C)

25510 Kelly Road

Roseville, MI 48066

Gregory, Moore, Jeakle & Brooks, P.C.

Attn: Gordon A. Gregory, Esq.

65 Cadillac Square, Suite 3727

Detroit, MI 48226-2893

Greektown Casino

Attn: Ron Moore

Director of Security

555 East Lafayette Street

Detroit, MI 48226

FORM NLRB-508

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CB-070235	12-6-11

## INSTRUCTIONS

File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in item 1 with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT		
a. Name Local 1227, Security Police Fire Professionals of America	b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Telephone No. (b) (6), (b) (7)(C)	d. Address (street, city, state and ZIP code) 2741 Trumbull Ave. Detroit, MI 48216	
e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) 8(b)(1)(A) of the National Labor Relations Act, and those unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>During the last six months the above-named labor organization has breached its duty of fair representation with respect to my discharge grievance for arbitrary and capricious reasons.</p> <p style="text-align: right;">RECEIVED NLRB REGION 7 DETROIT, MI DEC -6 PM 1:07</p>		
3. Name of Employer Greektown Casino	4. Telephone No. 313-223-2999	
5. Location of plant involved (street, city, state and ZIP code) 555 East Lafayette, Detroit, MI 48201	6. Employer representative to contact Ron Moore	
7. Type of establishment (factory, mine, wholesaler, etc.) Gambling	8. Identify principal product or service Gambling	9. Number of workers employed 1000+
10. Full name of party filing charge (b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	12. Telephone No. (b) (6), (b) (7)(C)	
6. DECLARATION		
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief		
By Sign (b) (6), (b) (7)(C)	Title _____ Individual _____	
Same as 11 (Address)	Same as 12 (Telephone No.)	12-6-11 (Date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
477 MICHIGAN AVE  
RM 300  
DETROIT, MI 48226-2569

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

February 7, 2012

(b) (6), (b) (7)(C)

**Re: Local 1227, International Union,  
Security Police Fire Professionals of  
America (SPFPA)  
(Greektown Casino)  
Case 07-CB-070235**

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that Local 1227, International Union, Security Police Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at [www.nlr.gov](http://www.nlr.gov), click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **February 21, 2012**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than **February 20, 2012**.

**Extension of Time to File Appeal:** Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed

**Local 1227, International Union, Security - 2 -  
Police Fire Professionals of America  
(SPFPA)  
(Greektown Casino)  
Case 07-CB-070235**

February 7, 2012

electronically, by fax, by mail, or by delivery service. To file electronically, go to [www.nlr.gov](http://www.nlr.gov), click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before February 21, 2012**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Raymond Kassab  
Acting Regional Director

Enclosure

cc: General Counsel  
Office of Appeals  
Franklin Court Building  
National Labor Relations Board  
1099 14<sup>th</sup> Street, NW  
Washington, DC 20570

**(b) (6), (b) (7)(C)**

Local 1227, International Union, Security,  
Police and Fire Professionals of America  
(SPRPA)  
2741 Trumbull Street  
Detroit, MI 48216-1268

**Local 1227, International Union, Security    - 3 -  
Police Fire Professionals of America  
(SPFPA)  
(Greektown Casino)  
Case 07-CB-070235**

February 7, 2012

Gordan A. Gregory, General Counsel  
International Union, Security, Police, and  
Fire Professionals Of America (SPFPA)  
65 Cadillac Square, Ste. 3727  
Detroit, MI 48226-2893

Ron Moore  
Greektown Casino, LLC  
555 E. Lafayette Blvd  
Detroit, MI 48226-2924

George Pitchford, Director of Employee  
Relations  
Greektown Casino, LLC  
555 E. Lafayette Blvd  
Detroit, MI 48226-2924

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case <b>07-CB-071044</b>	Date Filed <b>12-19-2011</b>

INSTRUCTIONS File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name <b>SPFPA International Union</b>		b. Union Representative to contact <b>Harold Trigg</b>	
c. Address (Street, city, state, and ZIP code) <b>25510 Kelly Road, Roseville, MI. 48066</b>		d. Tel No <b>(586) 772-7250</b>	e. Cell No <b>(586) 469-7250</b>
		f. Fax No <b>586 772-9644</b>	g. e-Mail <b>SPFPA@AOL.COM</b>
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <b>1(a)</b> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On <b>(b) (6), (b) (7)(C)</b> 2011, Securitas Security Services USA terminated my employment by certified mail. After my wrongful termination I did not receive fair representation from SPFPA International Union. The actions taken by SPFPA were intentionally minimal, arbitrary and capricious in nature. Not only did SPFPA refuse to investigate my case, they conspired with Securitas to support my termination. I believe the lack of fair representation I received from SPFPA was a direct response, resulting from a verbal confrontation I had with the SPFPA <b>(b) (6), (b) (7)(C)</b> . The confrontation between <b>(b) (6), (b) (7)(C)</b> and myself occurred during a grievance writing class at the International office in Roseville.			
3. Name of Employer <b>Securitas Security Services USA</b>		4a. Tel. No <b>(586) 997-1276</b>	b. Cell No
		c. Fax No	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) <b>G-3100 Van Slyke Rd. Flint, MI 48501</b>			6. Employer representative to contact <b>Kimberly Crane</b>
7. Type of establishment (factory, mine, wholesaler, etc.) <b>GM Assembly Plant</b>	8. Identify principal product or service <b>Plant Security</b>	9. Number of workers employed	
10. Full name of party filing charge <b>(b) (6), (b) (7)(C)</b>		11a. Tel. No	b. Cell No.
		c. Fax No	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code) <b>(b) (6), (b) (7)(C)</b>			
I declare <b>(b) (6), (b) (7)(C)</b> that the facts therein are true to the best of my knowledge and belief		Tel No	
By <b>(b) (6), (b) (7)(C)</b> (Print/type name and title or office, if any)		Cell No <b>(b) (6), (b) (7)(C)</b>	
		Fax No	
Address <b>(b) (6), (b) (7)(C)</b>		e-Mail <b>(b) (6), (b) (7)(C)</b>	
		(date) <b>12-15-11</b>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

DO NOT WRITE IN THIS SPACE

(2-08)

CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTSCase  
07-CB-071044Date Filed  
1-18-2012

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police and Fire Professionals of America (SPFPA) and its Local Union 168	b. Union Representative to contact Harold Trigg, Region 1 Director (b) (6), (b) (7)(C)
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road P.O. Box 6681 Roseville, MI 48066 Saginaw, MI 48608	d. Tel. No. (586) 772-7250 e. Cell No. (b) (6), (b) (7)(C) f. Fax No. (586) 772-9644 g. e-Mail SPFPA@AOL.com

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2011, Securitas Security Services USA, Inc. (Employer) terminated my employment. After my wrongful termination, I did not receive fair representation from either the Local or International Union. The actions taken by the Local and International Union were intentionally minimal, arbitrary, and capricious in nature. Not only did the Local and International Unions refuse to investigate my case, they conspired with the Employer to support my termination.

I believe the lack of fair representation I received from the Local and International Unions was a direct response resulting from a verbal confrontation I had with the (b) (6), (b) (7)(C). The confrontation between (b) (6), (b) (7)(C) and myself occurred during a grievance-writing class held at the International Union Office on or about (b) (6), (b) (7)(C) 2011.

During the last six-month period, both the Local and International Union has violated its duty of fair representation by refusing to provide me with information related to my discharge grievance.

3. Name of Employer Securitas Security Services, USA, Inc.	4a. Tel. No. (586) 997-1276	b. Cell No.
	c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) G-3100 Van Slyke Road Flint, MI 48501	6. Employer representative to contact Kimberly Crane	
7. Type of establishment (factory, mine, wholesaler, etc.) General Motors Assembly Plant	8. Identify principal product or service Plant Security	9. Number of workers employed About 40 Security Officers
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
	c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		

I declare that (b) (6), (b) (7)(C) are true to the best of my knowledge and belief  
By (b) (6), (b) (7)(C) An Individual (b) (6), (b) (7)(C)  
(signature) (Print/type name and title or office, if any)

Tel. No.
Cell No. (b) (6), (b) (7)(C)
Fax No.
e-Mail Same as above

Address (b) (6), (b) (7)(C) (date) 1-17-12

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
REGION 7  
477 MICHIGAN AVE  
RM 300  
DETROIT, MI 48226-2569

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

February 24, 2012

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
and its Local 168  
(Securitas Security Services USA, Inc.)  
Case 07-CB-071044

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA) and Local 168, International Union, Security, Police and Fire Professionals of America (SPFPA) have violated the National Labor Relations Act.

**Decision to Partially Dismiss:** Based on that investigation, I have decided to dismiss the portions of your charge concerning the allegations involving the Unions' handling of your grievances and the International's refusal to provide you with information related to your discharge grievance because there is insufficient evidence to establish a violation of the Act. All other portions of your charge remain outstanding.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at [www.nlr.gov](http://www.nlr.gov), click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **March 9, 2012**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than March 8, 2012.

**Extension of Time to File Appeal:** Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to [www.nlr.gov](http://www.nlr.gov), click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before March 9, 2012**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Dennis R. Boren  
Acting Regional Director

Enclosure  
ESC/jm

International Union, Security, Police and  
Fire Professionals of America (SPFPA) and  
its Local 168 (Securitas Security Services  
USA, Inc.)  
Case 07-CB-071044

- 3 -

February 24, 2012

cc: General Counsel  
Office of Appeals  
Franklin Court Building  
National Labor Relations Board  
1099 14<sup>th</sup> Street, NW  
Washington, DC 20570

Harold Trigg  
National Director of Negotiations  
Local 61, Security, Police and Fire  
Professionals of America  
25510 Kelly Road  
Roseville, MI 48066-4932

Gordon A. Gregory, Esq.  
General Counsel  
Gregory, Moore, Jeakle & Brooks, PC  
65 Cadillac Square, Suite 3727  
Detroit, MI 48226-2893

Kimberly Crane  
Securitas Security Services USA, Inc.  
G-3100 Van Slyke Road  
Flint, MI 48501

Mark S. Hayduk, Esq.  
Hayduk, Andrews & Brucker, PC  
615 Griswold Street, Suite 1515  
Detroit, MI 48226-3992

**(b) (6), (b) (7)(C)**  
Local 168, International Union, Security,  
Police and Fire Professionals of America  
PO Box 6681  
Saginaw, MI 48608-6681

UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
SETTLEMENT AGREEMENT

**IN THE MATTER OF**

**Local 168, International Union, Security, Police and Fire Professionals of America (SPFPA) (Securitas Security Services USA, Inc.)      Case 07-CB-071044**

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

**POSTING AND MAILING OF NOTICES** — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notices to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them in prominent places around its Local 168 Offices, including all places where the Charged Party normally posts notices to members. The Charged Party will also copy and mail, at its own expense, a copy of the attached Notice to all current members and former members who were members at any time since about August 1, 2011 and employed at the General Motors Flint Consolidated Facility during the same period. Those Notices will be signed by a responsible official of the Charged Party and show the date of mailing. The Charged Party will provide the Regional Director written confirmation of the date of mailing and a list of names and addresses of members to whom the Notices were mailed.

**NON-ADMISSION CLAUSE** --- It is understood that the Charged Party does not, by the execution of this agreement, admit that it has, in fact, violated the Act.

**COMPLIANCE WITH NOTICE** — The Charged Party will comply with all the terms and provisions of said Notice.

**SCOPE OF THE AGREEMENT** — This Agreement settles only the following allegations in the above-captioned case(s), and does not settle any other case(s) or matters.

1. At all times by virtue of Section 9(a) of the Act, the Charged Party has been the exclusive collective-bargaining representative of the following employees of Securitas Security Services USA, Inc. (Employer), herein called the Unit:

All full-time and regular part-time officers employed by the Employer at or out of the General Motors Flint Consolidated Facility; but excluding office clerical employees, supervisors, and all other employees.

2. At all material times, the Charged Party and the Employer have maintained and enforced a collective bargaining agreement covering the terms and conditions of employment of the Unit and containing, among other provisions, grievance and arbitration procedures.

3. On about (b) (6), (b) (7)(C) 2011, the Charging Party, by e-mail to (b) (6), (b) (7)(C), agent of the Charged Party, requested to see the contents of (b) (6), (b) (7)(C) grievance files concerning (b) (6), (b) (7)(C) discharge, which grievances were filed under the provisions of the agreement described above in paragraph 2.

4. On about (b) (6), (b) (7)(C) 2011, the Charged Party, by its agent (b) (6), (b) (7)(C), by e-mail, notified the Charging Party that (b) (6), (b) (7)(C) would not see (b) (6), (b) (7)(C) grievance file until after the process of getting the answer from the Employer and review for arbitration is completed.

5. From about (b) (6), (b) (7)(C), 2011 to (b) (6), (b) (7)(C) 2011, the Charged Party, by its agent (b) (6), (b) (7)(C), unreasonably delayed furnishing the Charging Party with information requested by (b) (6), (b) (7)(C) as described above in paragraph 3.

It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence. By approving this Agreement the Regional Director withdraws any Complaint(s) and Notice(s) of Hearing previously issued in the above case(s), and the Charged Party withdraws any answer(s) filed in response.

**AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY** — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

**PERFORMANCE** — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

2

**NOTIFICATION OF COMPLIANCE** — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director’s approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

<b>Charged Party</b> <b>LOCAL 168, INTERNATIONAL UNION,</b> <b>SECURITY, POLICE AND FIRE</b> <b>PROFESSIONALS OF AMERICA (SPFPA)</b>		<b>Charging Party</b> <b>(b) (6), (b) (7)(C)</b>	
By:           Name and Title	Date	By:           Name and Title	Date
/s/ Gordon A. Gregory Attorney	3-1-12		
Recommended By:	Date	Approved By:	Date
/s/ Eric S. Cockrell Field Attorney	3-16-12	/s/ Terry Morgan Regional Director, Region 07	3-27-12



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 07  
477 MICHIGAN AVE  
RM 300  
DETROIT, MI 48226-2543

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

December 12, 2012

Gordon A. Gregory, Esq.  
Gregory, Moore, Jeakle & Brooks, PC  
65 Cadillac Square, Suite 3727  
Detroit, MI 48226-2893

Re: International Union, Security, Police and  
Fire Professionals of America (SPFPA) and  
its Local 168  
(Securitas Security Services USA, Inc.)  
Case 07-CB-071044

Dear Mr. Gregory:

The above-captioned case has been closed on compliance. However, this Office may institute further proceedings if subsequent violations occur.

Very truly yours,

Terry Morgan  
Regional Director

MDB/ld

cc: Harold Trigg  
National Director of Negotiations  
Security, Police And Fire Professionals of  
America, Local 61  
25510 Kelly Road  
Roseville, MI 48066-4932

(b) (6), (b) (7)(C)

International Union, Security, Police and  
Fire Professionals of America (SPFPA) and  
its Local 168  
(Securitas Security Services USA, Inc.)  
Case 07-CB-071044

- 2 -

December 12, 2012

Kimberly Crane  
Securitas Security Services USA, Inc.  
G-3100 Van Slyke Road  
Flint, MI 48501

Mark S. Hayduk, Esq.  
Hayduk, Andrews & Brucker, PC  
615 Griswold Street, Suite 1515  
Detroit, MI 48226-3992

(b) (6), (b) (7)(C)  
Local 168, International Union, Security,  
Police and Fire Professionals of America  
(SPFPA)  
PO Box 6681  
Saginaw, MI 48608-6681

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 07-CB-071933	Date Filed 1-5-2012

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT		
a. Name (SPFPA) SECURITY, POLICE, FIRE PROFESSIONALS OF AMERICA	b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 25510 KELLY ROAD ROSEVILLE MI 48066	d. Tel. No. 580 772 7250 (b) (6), (b) (7)(C)	e. Cell No. (b) (6), (b) (7)(C)
	f. Fax No. 989 249 0918	g. e-Mail (b) (6), (b) (7)(C) @spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 1(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The above named labor organization has breached its duty of fair representation regarding my termination grievance.		
3. Name of Employer GHS SECURE SOLUTIONS	4a. Tel. No. 248 512 3276	b. Cell No. 248 632 2748
	c. Fax No. 248 512 4888	d. e-Mail ajs44@chrysler.com
5. Location of plant involved (street, city, state and ZIP code) CHRYSLER GROUP, 800 CHRYSLER DRIVE, AUBURN HILLS MI 48306	6. Employer representative to contact ANGELA STEPANIAK (GHS CONTRACTOR) @CHRYSLER	
7. Type of establishment (factory, mine, wholesaler, etc.) FACTORY HEAD QUARTERS	8. Identify principal product or service AUTO (SECURITY)	9. Number of workers employed 30
10. Full name of party filing charge (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)	c. Fax No. NA	(b) (6), (b) (7)(C)
12. DECLARATION I declare that the facts set forth in this charge are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) An Individual (charge) (Print/type name and title or office, if any)		Tel. No. Cell No. Fax No. e-Mail
Address (b) (6), (b) (7)(C) (date) 12/31/11		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
REGION 7  
477 MICHIGAN AVE  
RM 300  
DETROIT, MI 48226-2569

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

March 8, 2012

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(G4S Secure Solutions)  
Case 07-CB-071933

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that the International Union, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

You allege that the Union breached its duty of fair representation regarding your termination grievance. The investigation revealed insufficient evidence to establish that the Union acted in an arbitrary or capricious manner when it processed your termination grievance. To the contrary, the Union filed a grievance on your behalf, processed the grievance, returned your telephone calls and emails for updates on the status of the grievance, and determined that the grievance would not be pursued. The decision not to arbitrate a grievance is well within a union's discretion when processing grievances and assessing the likelihood of success in litigation, absent evidence that its decisions are based on arbitrary, invidious, or irrelevant considerations. In the instant case, there is no evidence that the Union based its grievance decisions on unlawful considerations.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at [www.nlr.gov](http://www.nlr.gov), click on **File**

**Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **March 22, 2012**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than March 21, 2012.

**Extension of Time to File Appeal:** Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to [www.nlr.gov](http://www.nlr.gov), click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before March 22, 2012**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Dennis Boren  
Acting Regional Director

Enclosure

RAD/jm

International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(G4S Secure Solutions)  
Case 07-CB-071933

- 3 -

March 8, 2012

cc: General Counsel  
Office of Appeals  
Franklin Court Building  
National Labor Relations Board  
1099 14<sup>th</sup> Street, NW  
Washington, DC 20570

**(b) (6), (b) (7)(C)**

International Union, Security, Police and  
Fire Professionals of America, Local 444  
25510 Kelly Road  
Roseville, MI 48066-4932

Gordon A. Gregory, General Counsel  
International Union, Security, Police and  
Fire Professionals of America  
65 Cadillac Square, Suite 3727  
Detroit, MI 48226-2893

Angela Stepaniak, G4S Contractor  
G4S Secure Solutions at  
Chrysler Group, LLC  
800 Chrysler Drive  
Auburn Hills, MI 48326



UNITED STATES GOVERNMENT  
**NATIONAL LABOR RELATIONS BOARD**  
OFFICE OF THE GENERAL COUNSEL  
Washington, D.C. 20570

May 3, 2012

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(G4S Secure Solutions)  
Case 07-CB-071933

Dear (b) (6), (b) (7)(C)

Your appeal from the Acting Regional Director's refusal to issue complaint has been carefully considered. The appeal is denied substantially for the reasons in the Acting Regional Director's letter of March 8, 2012.

It is well established that a union is afforded a wide range of discretion in the performance of its representation functions provided that its conduct is not motivated by unfair, arbitrary or irrelevant considerations. See *Vaca v. Sipes*, 386 U.S. 171 (1967). The evidence presented established that the Union processed your grievance to the third step after which it decided it would not longer pursue it as stated in its letter dated October 27, 2011. Contrary to your contentions on appeal, the Regional investigation did not disclose sufficient evidence that the Union's decision regarding your grievance was unlawfully motivated. Instead it was based on its good faith evaluations of information available. As to your assertions regarding your second grievance, considering that the collective bargaining agreement only covered individuals who worked at Chrysler locations, the Union decision not to pursue that grievance is also not unlawful.

Accordingly, further proceedings are unwarranted.

Sincerely,

Lafe E. Solomon  
Acting General Counsel

By: 

---

Yvonne T. Dixon, Director  
Office of Appeals

International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(G4S Secure Solutions)  
Case 07-CB-071933

-2

cc: TERRY MORGAN  
REGIONAL DIRECTOR  
477 MICHIGAN AVE RM 300  
DETROIT, MI 48226-2543

ANGELA STEPANIAK  
G4S CONTRACTOR AT CHRYSLER  
G4S SECURE SOLUTIONS  
AT CHRYSLER GROUP, LLC  
800 CHRYSLER DR  
AUBURN HILLS, MI 48326

(b) (6), (b) (7)(C)  
INTERNATIONAL UNION SECURITY,  
POLICE & FIRE PROFESSIONALS  
OF AMERICA, LOCAL 444  
25510 KELLY RD  
ROSEVILLE, MI 48066-4932

GORDON A. GREGORY, ESQ.  
INTERNATIONAL UNION,  
SECURITY, POLICE AND FIRE  
PROFESSIONALS OF AMERICA  
GREGORY, MOORE, JEAKLE,  
HEINEN & BROOKS, P.C.  
65 CADILLAC SQ STE 3727  
DETROIT, MI 48226-2893

mjb

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case  
07-08-0492

Date Filed  
5-7-2012

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name THE INTERNATIONAL UNION, SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA)	b. Union Representative to contact Mr. Dwayne Phillips CHIP Director
c. Address (Street, city, state, and ZIP code) 2741 Trumbull Detroit, Michigan 48216	d. Tel. No. e. Cell No. f. Fax No. g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The International Union, Security Police And Fire Professionals Of America (SPFPA) failed to properly represent me, With my grievance against employer Detroit Entertainment, L.L.C., DBA MOTORCITY CASINO HOTEL

2012 MAY -7 P 12:17

3. Name of Employer MOTORCITY CASINO HOTEL	4a. Tel. No. (313)237-5165 c. Fax No.	b. Cell No. d. e-Mail
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5. Location of plant involved (street, city, state and ZIP code) 2901 Grand River Avenue Detroit, Michigan 48201-2907	6. Employer representative to contact Human Resource
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7. Type of establishment (factory, mine, wholesaler, etc.) CASINO	8. Identify principal product or service Gaming/Entertainment	9. Number of workers employed Three Thousand Plus
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10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C) c. Fax No.	b. Cell No. d. e-Mail
---	--	--------------------------

11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)
--

12. DECLARATION (b) (6), (b) (7)(C) I certify that the facts stated herein are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) Charge (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address (date) 05/07/2012	Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)
--	---

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
REGION 7  
477 MICHIGAN AVE  
RM 300  
DETROIT, MI 48226-2543

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

May 11, 2012

Dwayne Phillips, Chip Director  
International Union, Security, Police  
and Fire Professionals of America (SPFPA)  
2741 Trumbull Street  
Detroit, MI 48216-1268

Re: International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(MotorCity Casino Hotel)  
Case 07-CB-080492

Dear Mr. Phillips:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Terry Morgan  
Regional Director

DMN/ld

cc:

(b) (6), (b) (7)(C)

Josephine Avery  
MotorCity Casino  
2901 Grand River Avenue, Suite 260  
Detroit, MI 48201-2907

Michael L. Weissman, Esq.  
Finkel, Whitefield & Selik  
32300 Northwestern Highway, Suite 200  
Farmington Hills, MI 48334-1567

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case 07-CB-085753 Date Filed 7-23-2012

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name <i>INTERNATIONAL UNION SECURITY POLICE FIRE PROFESSIONALS OF AMERICA (IUPFA)</i>	b. Union Representative to contact <i>MR CRAWFORD</i>	
c. Address (Street, city, state, and ZIP code) <i>25510 KELLY RD. ROSELAND MICHIGAN 48068</i>	d. Tel. No. <i>(586) 712-7250</i>	e. Cell No.
	f. Fax No.	g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) *8(b)(1)* of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

*I HAVE FILED MY OWN GRIEVANCE AGAINST COMPANY FOR LACK OF REPRESENTATION RE: PAY AS WELL AS HEALTHY SHELTER. I WORK IN SECURITY, AND HAVE BEEN IN CASH OPERATIONS (b)(6), (b)(7)(C) 2011 AS A (b)(6), (b)(7)(C) FOR TABLE GAMES, IVE SIGN NO PAPER WORK TO HAVE MY PAY DECREASED (b)(6), (b)(7)(C) (b)(6), (b)(7)(C) OR SECURITY. INTERNATIONAL JUST SENT OUT A CONTRACT TO ME. IVE NO ABILITY TO PUNCH IN OR OUT. MY WORK AREA IS INFESTED WITH RODENTS BREEDING INSIDE WALLS WITH NO BOTTOM. I HAVE GAP AROUND FLOOR FOR RODENTS TO COME IN & OUT. WORK AREA IS BEYOND FILTHY AND AS A RESULT AFFECTED MY HEALTH & RESPIRATORY ISSUES. I'M BELIEVE I'M TREATED THIS WAY BE CAUSE OF MY (b)(6), (b)(7)(C) TO WORK IN MY NORMAL CAPACITY AS (b)(6), (b)(7)(C) STARTING FROM 2010 CURRENT. I'M IN LIAISON WITH NLRB.*

3. Name of Employer <i>MGM CASINO</i>	4a. Tel. No.	b. Cell No.
	c. Fax No.	d. e-Mail

5. Location of plant involved (street, city, state and ZIP code) <i>1777 THIRD ST. DET MICH 48226</i>	6. Employer representative to contact <i>MARIO TALAFERO 313 2078668 L. JONES 313-518-5298</i>
--	--

7. Type of establishment (factory, mine, wholesaler, etc.) <i>CASINO</i>	8. Identify principal product or service <i>MONEY.</i>	9. Number of workers employed (b)(6), (b)(7)(C) <i>MYSELF &amp; OTHER UNKNOWN</i>
---	---	--

10. Full name of party filing charge <i>(b)(6), (b)(7)(C)</i>	11a. Tel. No. <i>(b)(6), (b)(7)(C)</i>	
	c. Fax No.	d. e-Mail

11. Address of party filing charge (street, city, state and ZIP code) <i>(b)(6), (b)(7)(C)</i>
---

I declare that the foregoing statements are true to the best of my knowledge and belief. By <i>(b)(6), (b)(7)(C)</i> Charge <i>(b)(6), (b)(7)(C)</i> Office, if any	Tel. No. <i>(b)(6), (b)(7)(C)</i>
Address <i>(b)(6), (b)(7)(C)</i>	e-Mail <i>(b)(6), (b)(7)(C)</i>



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
REGION 7  
Patrick V. McNamara Federal Bldg.  
477 Michigan Avenue, Room 300  
Detroit, MI 48226-2543

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

August 1, 2012

Mark Crawford, Vice President, Region 1  
Int'l Union, SPFPA  
25510 Kelly Road  
Roseville, MI 48066-4932

Re: International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(MGM Grand Detroit Casino, LLC)  
Case 07-CB-085753

Dear Mr. Crawford:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Terry Morgan  
Regional Director

VCL/lcv

cc: (b) (6), (b) (7)(C)

Mario Talafero  
MGM Grand Detroit Casino, LLC  
1777 3<sup>rd</sup> Street  
Detroit, MI 48226-2561

Gary Klotz, Esq.  
Butzel Long, PC  
150 W. Jefferson Avenue, Suite 100  
Detroit, MI 48226-4452

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 07-CB-113060	Date Filed 9-11-2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Intl Union Security Police Fire Professionals of America (SPFPA) <del>CONFIDENTIAL</del>	b. Union Representative to contact DAVID Hickey Intl Pres
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville Mi 48066	d. Tel. No. 586 772-7250 f. Fax No. 586 772-9644
	e. Cell No. g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

For the last six months + continuing to date, the above named union has failed to represent me concerning my discharge, including refusing to take my discharge grievance to arbitration, for reasons that are arbitrary and unlawful

RECEIVED  
NLRB  
REGION 7  
DETROIT, MI  
SEP 11 AM 11:31

3. Name of Employer Motor City Casino	4a. Tel. No. 313 550-2984	b. Cell No. 313
	c. Fax No.	d. e-Mail

5. Location of plant involved (street, city, state and ZIP code) 2901 Grand River Detroit MI 48201	6. Employer representative to contact
---	---------------------------------------

7. Type of establishment (factory, mine, wholesaler, etc.) Casino/Hotel	8. Identify principal product or service gambling/lodging	9. Number of workers employed 1000+
--	--	--

10. Full name of party filing charge (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
	c. Fax No.	d. e-Mail

11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		12. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
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19. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		20. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
21. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		22. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
23. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		24. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
25. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		26. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
27. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		28. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
29. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		30. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
31. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		32. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
33. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		34. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
35. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		36. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
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41. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		42. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
43. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		44. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
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47. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		48. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
49. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		50. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
51. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		52. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
53. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		54. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
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65. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		66. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
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69. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		70. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
71. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		72. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
73. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		74. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
75. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		76. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
77. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		78. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
79. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		80. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
81. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		82. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
83. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		84. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
85. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		86. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
87. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		88. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
89. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		90. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
91. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		92. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
93. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		94. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
95. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		96. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
97. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		98. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	
99. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		100. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 07  
477 Michigan Avenue, Room 300  
Detroit, MI 48226-2543

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313) 226-3200  
Fax: (313) 226-2090

November 8, 2013

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(Detroit Entertainment, LLC d/b/a  
MotorCity Casino)  
Case 07-CB-113060

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union, Security, Police & Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **November 22, 2013**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C.

International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(Detroit Entertainment, LLC d/b/a  
MotorCity Casino)  
Case 07-CB-113060

- 2 -

November 8, 2013

by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than **November 21, 2013**.

**Extension of Time to File Appeal:** Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to [www.nlrb.gov](http://www.nlrb.gov), click on **E-File Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202) 273-4283. A request for an extension of time to file an appeal **must be received on or before November 22, 2013**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Terry Morgan  
Regional Director

Enclosure

cc: General Counsel  
Attn: Office of Appeals  
National Labor Relations Board  
Franklin Court Building  
1099 14<sup>th</sup> Street, N.W.  
Washington, DC 20570

International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(Detroit Entertainment, LLC d/b/a  
MotorCity Casino)  
Case 07-CB-113060

- 3 -

November 8, 2013

International Union, Security, Police and Fire  
Professionals of America (SPFPA)  
Attn: David L Hickey, International President  
25510 Kelly Rd.  
Roseville, MI 48066-4932

Detroit Entertainment, LLC d/b/a  
MotorCity Casino  
Attn: Cheryl Scott-Dube, General Counsel  
2901 Grand River Ave.  
Detroit, MI 48201-2907

Finkel, Whitefield & Selik  
Attn: Michael L. Weissman, Esq.  
32300 Northwestern Hwy., Suite 200  
Farmington Hills, MI 48334-1567

MotorCity Casino  
2901 Grand River Ave.  
Detroit, MI 48201-2907

INTERNET  
FORM NLRB-508  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

07-CB-119675

12/26/2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name

Michigan Association of Police (MAP)

b. Union Representative to contact

(b) (6), (b) (7)(C)

c. Address (Street, city, state, and ZIP code)

27704 Franklin Rd  
Southfield, MI 48034

(b) (6), (b) (7)(C)

Cell No.

Fax No. (486)  
304-8810

e-Mail

h. The above-named organization(s) or its agent(s) has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 1(A) and 2 of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The MAP Local Representative at McLaren Macomb Hospital has been taking allegations to Management & Human Resources Against me. In an attempt & effort to have me terminated. This is blatant Misrepresentation.

3. Name of Employer

McLaren Macomb Health Care

4a. Tel. No. (586)

493-8000

b. Cell No.

c. Fax No.

d. e-Mail

5. Location of plant involved (street, city, state and ZIP code)

1000 Harrington Blvd., Mount Clemens, MI 48043

6. Employer representative to contact

7. Type of establishment (factory, mine, wholesaler, etc.)

Hospital

8. Identify principal product or service

Health Care

9. Number of workers employed

approx 2000

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11a. Tel. No.

(b) (6), (b) (7)(C)

c. Fax No.

d. e-Mail

11. Address of party filing charge (street, city, state and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

I declare that the foregoing is true to the best of my knowledge and belief.  
(b) (6), (b) (7)(C)

An Individual

Signature or office, if any)

Tel. No.

Cell No.

Fax No.

e-Mail

Address

(date)

12/26/13

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 07  
477 Michigan Ave Rm 300  
Detroit, MI 48226-2543

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

February 27, 2014

M. Catherine Farrell, Esq.  
2525 S. Telegraph Road, Ste. 100  
Bloomfield Hills, MI 48302-0287

**Re: Michigan Association of Police (MAP)  
(McLaren Macomb Health Care)  
Case 07-CB-119675**

Dear Ms. Farrell:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Terry Morgan  
Regional Director

ESC/smm

cc: (b) (6), (b) (7)  
(C)  
Michigan Association of Police (MAP)  
27704 Franklin Road  
Southfield, MI 48034-8206

(b) (6), (b) (7)(C)

McLaren Macomb f/k/a Mount Clemens  
Regional Medical Center  
1000 Harrington Blvd.  
Mount Clemens, MI 48043-2920

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CB-125606	3-31-2014

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1 LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a Name (b) (6), (b) (7)(C) and the Michigan Association of Police, Henry Ford Health System Police Officers Association		b. Union Representative to contact (b) (6), (b) (7)(C); (b) (6), (b) (7)(C) (b) (6), (b) (7)(C); (b) (6), (b) (7)(C) (b) (6), (b) (7)(C); (b) (6), (b) (7)(C)	
c Address (Street, city, state, and ZIP code) 27704 Franklin Southfield, 48034		d. Tel. No. 248-304-8800	e Cell No.
		f. Fax No.	g e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <u>All Relevant</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On (b) (6), (b) (7)(C), 2013 while (b) (6), (b) (7)(C) was presenting evidence to correct improper wages, in conference with the employer's representative, in support of grievance. (b) (6), (b) (7)(C) of the Michigan Association of Police (MAP) interrupted (b) (6), (b) (7)(C), and stated to the employer's representative, (b) (6), (b) (7)(C) "The grievance is pulled because the employer's guidelines and policies for wages, and promotions is not evidence." The local (b) (6), (b) (7)(C) of Henry Ford Health System Police Officers Association, (b) (6), (b) (7)(C), was present, and gave tacit approval of this action/conduct of the MAP (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) actions/conduct was arbitrary, in bad faith and grossly negligent. (b) (6), (b) (7)(C) reckless disregard of my interests weakened the validity of my grievance, and caused me humiliation and embarrassment in the presence of the employer's (b) (6), (b) (7)(C). Violation of DUTY OF FAIR REPRESENTATION has occurred because a union's right to exclusive representation carries with it a duty of fair representation: it must represent all unit employees, covered by contract, fairly and in good faith.			
3. Name of Employer Henry Ford Health System		4a. Tel. No. 313-916-1292	b Cell No. 313-283-6838
		c. Fax No.	d. e-Mail dtemrow1@hfhhs.org
5. Location of plant involved (street, city, state and ZIP code) 2799 West Grand Blvd, Detroit MI 48202 6777 West Maple Road, West Bloomfield MI 48322		6. Employer representative to contact Debra Temrowski	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8 Identify principal product or service Health care service	9 Number of workers employed 5,000 Plus	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION I, (b) (6), (b) (7)(C), the statements therein are true to the best of my knowledge and belief (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) making charge) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C)		(date) 03/28/2014	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 07  
477 Michigan Ave Rm 300  
Detroit, MI 48226-2543

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

May 16, 2014

(b) (6), (b) (7)(C)

Re: Michigan Association of Police (MAP)  
(Henry Ford Health Systems)  
Case 07-CB-125606

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that Michigan Association of Police (MAP) has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

You allege that that on (b) (6), (b) (7)(C), 2013, during a grievance meeting, a Union representative interrupted you and withdrew your grievance. You also allege that the Union's actions were arbitrary, in bad faith, and grossly negligent.

The investigation revealed that in (b) (6), (b) (7)(C) 2013, you were (b) (6), (b) (7)(C) (b) (6), (b) (7)(C). As a result, your pay increased and your pay was categorized as a new hire in your new position in accordance with the wage provisions of the collective bargaining agreement in effect between the Employer and Union. In November, you filed a grievance contesting your pay, claiming that based on your prior work experience and education, the Employer should increase your wage to the next higher rate (b) (6), (b) (7)(C) pursuant to the contractual pay scale. On (b) (6), (b) (7)(C) you were asked at a grievance meeting to explain your grievance. During this meeting, you assert the Union (b) (6), (b) (7)(C) interrupted you while you were explaining your grievance and announced that your grievance was withdrawn. The following day, the Union formally withdrew the grievance in writing.

There is insufficient evidence to establish that the Union's actions regarding the processing of your grievance were arbitrary, capricious, or in bad faith. Further, there is no evidence of Union discrimination against you or animus towards you. An employee does not have an absolute right to have a grievance pursued through all the steps of the contractual grievance procedure. The investigation established that the Union's decisions regarding the withdrawal of your grievance were based upon its legitimate evaluation of your grievance, rather than any unlawful considerations.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlrb.gov](http://www.nlrb.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at [www.nlrb.gov](http://www.nlrb.gov), click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **May 30, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **May 29, 2014. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before May 30, 2014**. The request may be filed electronically through the **E-File Documents** link on our website [www.nlrb.gov](http://www.nlrb.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **May 30, 2014, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to

May 16, 2014

disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Terry Morgan  
Regional Director

SS/mlmi

cc: (b) (6), (b) (7)(C)  
Michigan Association of Police MAP  
27704 Franklin Road  
Southfield, MI 48034-8206  
  
M. Catherine Farrell  
Pierce, Farrell, Tafelski, & Wells PLC  
2525 S Telegraph Road, Suite 100  
Bloomfield Hills, MI 48302  
  
Debra Temrowski  
Henry Ford Health Systems  
2799 West Grand Boulevard  
Detroit, MI 48202



UNITED STATES GOVERNMENT  
**NATIONAL LABOR RELATIONS BOARD**  
OFFICE OF THE GENERAL COUNSEL  
Washington, D.C. 20570

June 6, 2014

(b) (6), (b) (7)(C)

Re: Michigan Association of Police (MAP)  
Case 07-CB-125606

Dear (b) (6), (b) (7)(C)

This Office has carefully considered the appeal. We agree with the Regional Director's decision and deny the appeal substantially for the reasons in the Regional Director's letter of May 16, 2014.

You have alleged that the Union violated the National Labor Relations Act by withdrawing your pay grievance. Our review of the evidence did not disclose that the Union's actions were unlawful. In this regard, you have no right to have a grievance processed to arbitration if the union, as your collective bargaining representative, disagrees. As long as the union does not rely on arbitrary or discriminatory considerations, a union may decide not process a grievance further. Further, the mere fact that you are dissatisfied with its representation is not a basis for issuing complaint.

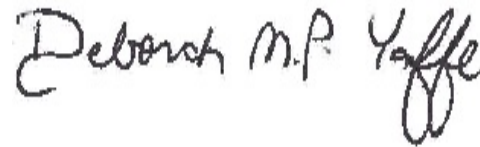
Here, the evidence disclosed that you filed a grievance over pay and the Union disagreed with your position because it believed the collective bargaining agreement governed the pay rules. There was no evidence that the Union relied on unlawful considerations when the Union decided not to process your grievance further. While you may have a different interpretation of which provisions apply to your dispute, that, by itself, does not establish that the Union acted unlawfully.

Accordingly, further proceedings are unwarranted.

Sincerely,

Richard F. Griffin, Jr.  
General Counsel

By:



---

Deborah M.P. Yaffe, Director  
Office of Appeals

cc: TERRY MORGAN  
REGIONAL DIRECTOR  
NATIONAL LABOR RELATIONS  
BOARD  
477 MICHIGAN AVE RM 300  
DETROIT, MI 48226-2543

(b) (6), (b) (7)(C)  
MICHIGAN ASSOCIATION OF  
POLICE MAP  
27704 FRANKLIN RD  
SOUTHFIELD, MI 48034-8206

M. CATHERINE FARRELL  
PIERCE, FARRELL, TAFELSKI  
& WELLS PLC  
2525 S TELEGRAPH RD STE 100  
BLOOMFIELD HILLS, MI 48302

DEBRA TEMROWSKI  
HENRY FORD HEALTH SYSTEMS  
2799 W GRAND BLVD  
DETROIT, MI 48202

vrn

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 07-CB-129104	Date Filed 5-20-2014

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, and Fire Professionals of America (SPFPA)		b. Union Representative to contact Dwayne Phillips, Director	
c. Address (Street, city, state, and ZIP code) 22510 Kelly Rd Roseville, MI 48066		d. Tel. No. 800-228-7492	e. Cell No. 586-872-7493
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 8a5 of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Or (b) (6), (b) (7)(C) 13,2014, (b) (6), (b) (7)(C) Local #1212, enter a settled, with my employer Motor City Casino- Hotel, (b) (6), (b) (7)(C), regard (l) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Unfair Labor Practice 8a-5. Under Collective Bargaining Agreement Article 7.3-8.8a-9.3-15.1-15-13, and 16.1-16.7. On April 7,2014 Federal Mediator Jim Statham and Unknown State Mediator stated that my Grievance had no change win arbitration. Along with Workplace Harassment Charger dismissed by following patries above. Copy off all documentation's is enclosed.			
3. Name of Employer Motor City Casino-Hotel Detroit Entertainment L.L.C		4a. Tel. No. 313-237-7711	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 2901 Grand River Detroit, MI 48201		6. Employer representative to contact Debbie Moffatt V.P. Human Resource	
7. Type of establishment (factory, mine, wholesaler, etc.) Casino	8. Identify principal product or service Entertainment	9. Number of workers employed 5000	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Print/type name and title or office, if any) (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C) e-Mail (b) (6), (b) (7)(C)	
Address _____		(date) 05/17/2014	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 07  
477 Michigan Ave Rm 300  
Detroit, MI 48226-2543

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

July 22, 2014

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(Detroit Entertainment, L.L.C. d/b/a  
MotorCity Casino)  
Case 07-CB-129104

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlrb.gov](http://www.nlrb.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at [www.nlrb.gov](http://www.nlrb.gov), click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **August 5, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **August 4, 2014**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the

International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(Detroit Entertainment, L.L.C. d/b/a  
MotorCity Casino)  
Case 07-CB-129104

- 2 - July 22, 2014

appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before August 5, 2014**. The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after August 5, 2014, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Terry Morgan  
Regional Director

AS/ld

Enclosure

cc: Dwayne Phillips, Director  
International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
22510 Kelly Road  
Roseville, MI 48066

International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(Detroit Entertainment, L.L.C. d/b/a  
MotorCity Casino)  
Case 07-CB-129104

- 3 - July 22, 2014

Debbie Moffatt, V.P. Human Resources  
Detroit Entertainment, L.L.C. d/b/a  
MotorCity Casino  
2901 Grand River Avenue  
Detroit, MI 48201-2907

Cheryl Scott Dube, General Counsel  
Detroit Entertainment, L.L.C. d/b/a  
MotorCity Casino  
2901 Grand River Avenue  
Detroit, MI 48201-2907

Michael L. Weissman, Esq.  
Finkel, Whitefield & Selik  
32300 Northwestern Highway, Suite 200  
Farmington Hills, MI 48334-1567



UNITED STATES GOVERNMENT  
**NATIONAL LABOR RELATIONS BOARD**  
OFFICE OF THE GENERAL COUNSEL  
Washington, D.C. 20570

September 8, 2014

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(Detroit Entertainment, L.L.C. d/b/a  
MotorCity Casino)  
Case 07-CB-129104

Dear (b) (6), (b) (7)(C)

This Office has carefully considered the appeal. We agree with the Regional Director's decision and deny the appeal.

Our review of the evidence did not disclose that the Union violated the National Labor Relations Act when it represented you on your suspension grievance. In this regard, unions are afforded wide discretion under the Act in the processing of grievances. Absent evidence that a union relied on arbitrary or discriminatory considerations, no violation can be established merely because the grievant is dissatisfied with how his union represented him. Further, a grievant does not have the absolute right to have his grievance processed to arbitration.

Here, the evidence disclosed that the Union processed a grievance, met with the Employer on your behalf, urged the Employer to rescind the discipline, and negotiated a settlement of the grievance. Our review did not disclose that the Union relied on unlawful considerations in making its determinations about the grievance. While you disagree with the alleged failure by the Union representative to review a work video at the mediation session, the Board has long held that a union is not required to exercise every possible option or that the grievant's case be advocated in a perfect manner. *Truck Drivers Local 35 (Monarch Institutional Foods)* 229 NLRB 1319, 1321 (1977), *enfd.* 597 F.2d 388 (4<sup>th</sup> Cir. 1979).

International Union, Security, Police and  
Fire Professionals of America (SPFPA)  
(Detroit Entertainment, L.L.C. d/b/a  
MotorCity Casino)  
Case 07-CB-129104

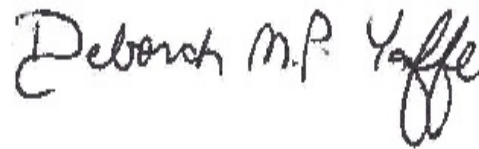
-2

Consequently, no complaint can issue in this case because the evidence did not disclose that the Union violated the Act.

Sincerely,

Richard F. Griffin, Jr.  
General Counsel

By:



---

Deborah M.P. Yaffe, Director  
Office of Appeals

cc: TERRY MORGAN  
REGIONAL DIRECTOR  
NATIONAL LABOR RELATIONS  
BOARD  
477 MICHIGAN AVE RM 300  
DETROIT, MI 48226-2543

DEBBIE MOFFATT  
V.P. HUMAN RESOURCES  
DETROIT ENTERTAINMENT, L.L.C.  
D/B/A MOTORCITY CASINO  
2901 GRAND RIVER AVE  
DETROIT, MI 48201-2907

MICHAEL L. WEISSMAN, ESQ.  
FINKEL WHITEFIELD & SELIK  
32300 NORTHWESTERN HWY STE 200  
FARMINGTON HILLS, MI 48334-1567

DWAYNE PHILLIPS, DIRECTOR  
INTERNATIONAL UNION, SECURITY,  
POLICE AND FIRE PROFESSIONALS  
OF AMERICA (SPFPA)  
22510 KELLY RD  
ROSEVILLE, MI 48066

CHERYL SCOTT DUBE  
GENERAL COUNSEL  
DETROIT ENTERTAINMENT, L.L.C.  
D/B/A MOTORCITY CASINO  
2901 GRAND RIVER AVE  
DETROIT, MI 48201-2907

mjb

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

**DO NOT WRITE IN THIS SPACE**

Case

07-CB-132999

Date Filed

7-17-2014

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name

Local 1212, International Union, Security,  
Police and Fire Professionals of America

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

c. Address (Street, city, state, and ZIP code)

25510 Kelly Road  
Roseville, MT 48066

(b) (6), (b) (7)(C)

e. Cell No.

f. Fax No.

g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the last six months, the Union has breached its duty of fair representation toward (b) (6), (b) (7)(C) regarding (b) (6) 2-day suspension, 5-day suspension, and termination grievances for reasons that are arbitrary and capricious.

3. Name of Employer

Motor City Casino

Security

4a. Tel. No.

313-237-7711 - mm<sup>2</sup>  
313-237-6168

b. Cell No.

c. Fax No.

d. e-Mail

5. Location of plant involved (street, city, state and ZIP code)

2901 GRAND RIVER DET, MI 48201

6. Employer representative to contact

TEKIE Thompson

7. Type of establishment (factory, mine, wholesaler, etc.)

casino

8. Identify principal product or service

gaming

9. Number of workers employed

Approx. 1500

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11a. Tel. No.

b. Cell No.

(b) (6), (b) (7)(C)

c. Fax No.

d. e-Mail

11. Address of party filing charge (street, city, state and ZIP code)

(b) (6), (b) (7)(C)

I declare (b) (6), (b) (7)(C) is true to the best of my knowledge and belief

By (b) (6), (b) (7)(C) An Individual

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

(date)

6-29

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 07  
477 Michigan Ave Rm 300  
Detroit, MI 48226-2543

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (313) 226-3200  
Fax: (313) 226-2090

August 5, 2014

(b) (6), (b) (7)(C)

Local 1212, International Union,  
Security, Police and Fire  
Professionals of America (SPFPA)  
25510 Kelly Road  
Roosevelt, MI 48066

Re: Local 1212, International Union, Security,  
Police and Fire Professionals of America  
(SPFPA) (Detroit Entertainment, L.L.C.  
d/b/a MotorCity Casino)  
Case 07-CB-132999

Dear (b) (6), (b) (7)(C):

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Terry Morgan  
Regional Director

DN/mlmi

cc: (b) (6), (b) (7)(C)

Michael L. Weissman, Esq.  
Finkel, Whitefield & Selik  
32300 Northwestern Hwy., Ste. 200  
Farmington Hills, MI 48334-1501

Telcie Thompson  
Detroit Entertainment, L.L.C.  
d/b/a MotorCity Casino  
2901 Grand River Avenue  
Detroit, MI 48201-2907

Cheryl Scott Dube, General Counsel  
Detroit Entertainment, L.L.C.  
d/b/a MotorCity Casino  
2901 Grand River Avenue  
Detroit, MI 48201-2907

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case

07-CB-136378

Date Filed

9-9-2014

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name

Local 168, SPFPA

b. Union Representative to contact

(b) (6), (b) (7)(C)

c. Address (Street, city, state, and ZIP code)

PO Box 6681

Saginaw, MI. 48608

d. Tel. No.

989-873-0804

e. Cell No.

f. Fax No.

989-301-0244

g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2014, the Union has failed and refused to file a grievance regarding my discharge for arbitrary reasons.

3. Name of Employer

G-4 Solutions

4a. Tel. No.

248-477-9714

b. Cell No.

c. Fax No.

248-374-0230

d. e-Mail

5. Location of plant involved (street, city, state and ZIP code)

29200 Vassar Street, Suite 240

Livonia, MI 48152

6. Employer representative to contact  
Chris Green

7. Type of establishment (factory, mine, wholesaler, etc.)

Security

8. Identify principal product or service

Security Services

9. Number of workers employed

About 500

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11a. Tel. No.

(b) (6), (b) (7)(C)

b. Cell No.

(b) (6), (b) (7)(C)

c. Fax No.

d. e-Mail

11. Address of party filing charge (street, city, state and ZIP code.)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

12. DECLARATION

I declare (b) (6), (b) (7)(C) to be true to the best of my knowledge and belief.

By

(S)

(b) (6), (b) (7)(C)

ant/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

(date) 9-8-14

Tel. No.

(b) (6), (b) (7)(C)

Cell No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

e-Mail

(b) (6), (b) (7)(C)@comcast.net

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 07  
477 Michigan Ave. Rm. 300  
Detroit, MI 48226-2543

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

October 14, 2014

(b) (6), (b) (7)(C)

Re: Local 168, International Union, Security,  
Police and Fire Professionals of America  
(SPFPA)  
(G-4 Solutions)  
Case 07-CB-136378

Dear (b) (6), (b) (7)(C)

We have attempted to investigate your charge that Local 168, International Union, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

**Decision to Dismiss:** I have decided to dismiss your charge because your lack of cooperation in the investigation precluded your charge from being investigated and a decision made on the merits.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **October 28, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a

Local 168, International Union, Security,  
Police and Fire Professionals of America  
(SPFPA)  
(G-4 Solutions)  
Case 07-CB-136378

- 2 - October 14, 2014

delivery service no later than October 27, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before October 28, 2014.** The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 28, 2014, **even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Terry Morgan  
Regional Director

SP/hrk

Enclosure

cc: (b) (6), (b) (7)(C)  
Local 168, International Union, Security,  
Police And Fire Professionals Of America  
(SPFPA)  
P.O. Box 6681  
Saginaw, MI 48608-6681

Local 168, International Union, Security,  
Police and Fire Professionals of America  
(SPFPA)  
(G-4 Solutions)  
Case 07-CB-136378

- 3 -    October 14, 2014

Chris Green  
G-4 Solutions  
29200 Vassar Drive, Suite 240  
Livonia, MI 48192

Gordon A. Gregory, General Counsel  
Gregory, Moore, Jeakle, & Brooks, P.C.  
65 Cadillac Square, Suite 3727  
Detroit, MI 48226-2893

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CB-143947	1-5-2015

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security, Police, and Fire Professionals of America Local 1111		b. Union Representative to contact Mark Crawford	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville, MI 48066		d. Tel. No. (586) 772-7250	e. Cell No. -
		f. Fax No. -	g. e-Mail -
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Please see attached			
3. Name of Employer MGM Grand Detroit		4a. Tel. No. (313) 465-1185	b. Cell No. -
		c. Fax No. -	d. e-Mail -
5. Location of plant involved (street, city, state and ZIP code) 1777 3rd St. Detroit, MI 48226			6. Employer representative to contact Shala Matlock
7. Type of establishment (factory, mine, wholesaler, etc.) Casino	8. Identify principal product or service Casino	9. Number of workers employed 1,000+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel No. (b) (6), (b) (7)(C)	b. Cell No. -
		c. Fax No. -	d. e-Mail -
(b) (6), (b) (7)(C) (street, city, state and ZIP code)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief By <u>Byron Andrus</u> Byron Andrus, Staff Attorney (signature of representative or person making charge) (Print/type name and title or office, if any) National RTW- 8001 Braddock Rd. Springfield, VA 22161 Address _____ (date) 12/30/2014		Tel. No. (703) 321-8510 Cell No. - Fax No. (703) 321-9319 e-Mail bsa@nrtw.org	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

### Charge Against Union

- 1) Charging Party is a non-member of the SPFPA Local 111 bargaining unit, which represents security professionals at the MGM Grand Detroit Casino.
- 2) There is no current collective bargaining agreement in effect, and Michigan's Right to Work law thus applies to the unit.
- 3) On (b) (6), (b) (7)(C) of this year, Charging Party resigned (b) (6), (b) (7)(C) membership and timely revoked (b) (6), (b) (7)(C) check-off in two separate letters sent to both Employer and Union. (b) (6), (b) (7)(C) hand-delivered the letters to Employer, who faxed them to Union the same day. (b) (6), (b) (7)(C) also sent the letters by certified mail to Union, whose representative signed the return receipt on November 21<sup>st</sup>.
- 4) Despite this, Union continued to accept fees illegally deducted by Employer following Charging Party's successful resignation from Union membership and check-off revocation. Union accepted \$38.65 for an unexplained "Security Fee" even though the relevant pay period began after Employer recognized Charging Party's resignation from Union and check-off revocation.
- 5) Charging Party raised this matter with Employer, and was told by Employer that Employer must wait for instructions from Union to cease enforcing the check-off against Charging Party.
- 6) By refusing to honor Charging Party's check-off revocation and by continuing to accept illegal financial support from Employer, Union violates Section 8(b)(1)(A).

INTERNET  
FORM NLRB-508  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
07-CB-143947

Date Filed  
1-26-2015

INSTRUCTIONS. File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Security, Police, and Fire Professionals of America Local 1111	b. Union Representative to contact Mark Crawford	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville, MI 48066	d. Tel. No. (586) 772-7250	e. Cell No. -
	f. Fax No. -	g. e-Mail -
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1st subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Please see attached

RECEIVED  
NLRB REGION 7  
DETROIT, MI  
2015 JAN 26 AM 10:29

3. Name of Employer MGM Grand Detroit	4a. Tel. No. (313) 465-1185	b. Cell No. -
	c. Fax No. -	d. e-Mail -
5. Location of plant involved (street, city, state and ZIP code) 1777 3rd St. Detroit, MI 48226	6. Employer representative to contact Shala Matlock	
7. Type of establishment (factory, mine, wholesaler, etc.) Casino	8. Identify principal product or service Casino	9. Number of workers employed 1,000+
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. -
	c. Fax No. -	d. e-Mail -
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		

12. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief

By Byron Andrus Byron Andrus, Staff Attorney  
(signature of representative or person making charge) (Print/type name and title or office, if any)

National RTW- 8001 Braddock Rd. Springfield, VA 22161

Address \_\_\_\_\_ (date) 1/23/2015

Tel. No.  
(703) 321-8510  
Cell No.  
-  
Fax No.  
(703) 321-9319  
e-Mail  
bsa@nrtw.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Amended Charge Against Union

- 1) Charging Party is a non-member of the SPFPA Local 111 bargaining unit, which represents security professionals at the MGM Grand Detroit Casino.
- 2) There is no current collective bargaining agreement in effect, and Michigan's Right to Work law thus applies to the unit.
- 3) On (b) (6), (b) (7)(C) 2014, Charging Party resigned (b) (6), (b) (7)(C) membership in Union and revoked (b) (6), (b) (7)(C) check-off authorization in a letter sent to Employer and Union.
- 4) Despite this, Union accepted \$89 in "Dues" illegally deducted from Charging Party's October 3, 2014 paycheck by Employer without her authorization.
- 5) After this happened, Charging Party resigned (b) (6), (b) (7)(C) membership and revoked (b) (6), (b) (7)(C) check-off a second time on (b) (6), (b) (7)(C) 2014 in two separate letters sent to both Employer and Union. (b) (6), (b) (7)(C) hand-delivered the letters to Employer, who faxed them to Union the same day. (b) (6), (b) (7)(C) also sent the letters by certified mail to Union, whose representative signed the return receipt on November 21<sup>st</sup>.
- 6) Union continued to accept fees illegally deducted by Employer following Charging Party's successful resignation from Union membership and check-off revocation when it accepted \$38.65 for an unexplained "Security Fee" deducted from Charging Party's December 12, 2014 paycheck.
- 7) Charging Party raised this matter with Employer, and was told by Employer that Employer must wait for instructions from Union to cease enforcing the check-off against Charging Party. Charging Party contends that the money was not credited back to (b) (6), (b) (7)(C) account by Employer on (b) (6), (b) (7)(C) January 9, 2015 paycheck, despite an entry regarding the amount in question on the check stub.
- 8) Charging Party contends that the January 9<sup>th</sup> paycheck does not in fact reflect a credit back to (b) (6), (b) (7)(C) account, but rather reflects that Employer has not deducted the sum in question a second time after the initial December 12<sup>th</sup> deduction.
- 9) By refusing to honor Charging Party's check-off revocation and by continuing to accept illegal financial support from Employer, Union violates Section 8(b)(1)(A).



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 07  
477 Michigan Ave. Rm. 300  
Detroit, MI 48226-2543

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313)226-3200  
Fax: (313)226-2090

March 23, 2015

Byron Andrus, Staff Attorney  
National Right to Work Legal Defense Foundation, Inc.  
8001 Braddock Road  
Springfield, VA 22160

Re: MGM Grand Detroit, LLC  
Case 07-CA-143924  
and  
Local 1111, Security, Police and Fire  
Professionals of America (SPFPA) (MGM  
Grand Detroit, LLC)  
Case 07-CB-143947

Dear Mr. Andrus:

We have carefully investigated and considered your charges that MGM Grand Detroit, LLC and Local 1111, Security, Police and Fire Professionals of America (SPFPA) have violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charges for the reasons discussed below.

You allege that the Employer deducted union dues from your October and December 2014 paychecks, and that the Union accepted these funds, despite your having resigned your union membership and revoked your dues check-off authorization in [REDACTED] and [REDACTED] 2014.

The investigation revealed that on December 1, 2007, you signed an authorization for the Employer to deduct union dues from your paycheck and submit the payments to your Union. By its written terms, the authorization was effective regardless of union membership and revocable by providing notice no more than 20 days but no less than 10 days prior to the anniversary of the submission of the authority or the expiration of the collective-bargaining agreement.

On June 30, 2014, the Charged Parties' collective-bargaining agreement expired. The evidence disclosed that a new tentative agreement was reached on July 1, and it was ratified by the union membership on July 3. On [REDACTED], you submitted a resignation of your union membership and a revocation of your dues check-off authorization to both of the Charged Parties. Neither party honored your dues authorization revocation because it was not submitted during the applicable window period provided for in your authorization.

On (b) (6), (b) (7)(C) you submitted another union resignation and timely dues authorization revocation to the Union and Employer, respectfully. On November 20, the Union emailed a letter to the Employer requesting that it discontinue making dues deductions from your paychecks. The Employer's local payroll representative processed this request. However, due to confusion among corporate payroll personnel, reduced union dues were deducted from your December 12, paycheck. The matter was subsequently corrected and you received a refund of the deduction in your January 9, 2015, paycheck.

As your July dues authorization revocation was not submitted during one of the applicable revocation windows, the Charged Parties were not obligated to honor your revocation. Neither party can be found to violate the Act by this refusal. The Union honored your (b) (6), (b) (7)(C) revocation, and while the Employer's deduction from your December check was in error, the Employer readily corrected its mistake, and you were fully reimbursed.

There is insufficient evidence to establish that the Union violated the Act. Although the Employer deducted reduced dues from your January 9 paycheck, this was a mistake which was promptly rectified, and the amount was refunded to you. Under these circumstances, it would not effectuate the Act to pursue further your charge against the Employer.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlrb.gov](http://www.nlrb.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at [www.nlrb.gov](http://www.nlrb.gov), click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **April 6, 2015**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than April 5, 2015. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an

extension of time is **received on or before April 6, 2015**. The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after April 6, 2015, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

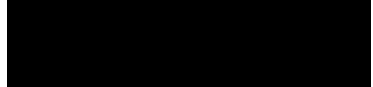
Terry Morgan  
Regional Director

Enclosure

cc: Tara McIntosh, Human Resources  
MGM Grand Detroit, LLC  
1777 Third Street  
Detroit, MI 48226

Gary W. Klotz, Esq.  
Butzel Long, P.C.  
150 W Jefferson Avenue, Suite 100  
Detroit, MI 48226-4452

(b) (6), (b) (7)(C)

A solid black rectangular redaction box covering several lines of text.

Mark Crawford  
Local 1111, Security, Police and Fire  
Professionals of America (SPFPA)  
25510 Kelly Road  
Roseville, MI 48066-4994

Gordon Gregory, Esq.  
Gregory, Moore, Jeakle & Brooks, P.C.  
65 Cadillac Square, Suite 3727  
Detroit, MI 48226-2822

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 07-CB-152586	Date Filed 5-19-2015

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name (b) (6), (b) (7)(C) Michigan Association of Police (M.A.P.) labor specialist for Henry Ford Hospital Police Officers Association.	b. Union Representative to contact (b) (6), (b) (7)(C) (M.A.P.; (b) (6), (b) (7)(C) and HFHPOA (b) (6), (b) (7)(C)) (b) (6), (b) (7)(C) HFHPOA (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 667 E. Big Beaver, Suite 205 Troy Mi 48083-1413	d. Tel. No. 248-524-3200	e. Cell No. (b) (6), (b) (7)(C) 4
	f. Fax No. 248-509-7176	g. e-Mail (b) (6), (b) (7)(C) @mapmapemaff.com

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On April 13, 2015 I sent an email to HFHPOA (M.A.P. members) critical of contract negotiation's process. I was worried that leadership was just perform their duties in a perfunctory manner (apathetic). On April 26, 2015 I responded to an email from another member that (b) (6), (b) (7)(C) took personal, as criticism. On April 27, 2015 (b) (6), (b) (7)(C) stated that I was spreading misinformation that was "detrimental to union membership" and I was implying (b) (6) was "not an effective representative." On May 11, 2015 (b) (6), (b) (7)(C) and HFHPOA (b) (6), (b) (7)(C) met with H.R on a grievance I had filed regarding employee parking. They concluded that "there is no violation or grievance to pursue further." My local (b) (6), (b) (7)(C) via email ask to appeal the decision on a "slam dunk" claim. (b) (6), (b) (7)(C) also question why past procedures of informing and handing grievances were not followed. I also sent an email asking for an appeal. I also asked why they (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were not complying with our by-laws regarding grievance procedures and appeals. (b) (6), (b) (7)(C) again via email denied both mine and (b) (6), (b) (7)(C) requests. I want to file a breach of duty of fair representation for not treating me the same after I was critical. Is there a breach I can file if my union has a sweetheart relationship with management always agreeing, no one remembers them ever filing a ULP and very few grievances?

3. Name of Employer Henry Ford Hospital	4a. Tel. No. 313-916-2292	b. Cell No. 313-743-3023
	c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 2799 West grand Blvd, Detroit, Mi 48202 & 6777 West Maple Road, West Bloomfield Mi 48322	6. Employer representative to contact Patrick Irwin	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health care service	9. Number of workers employed 5,000 plus

10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
	c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		

(b) (6), (b) (7)(C) I declare that the foregoing is true to the best of my knowledge and belief. (b) (6), (b) (7)(C) HFH Police (b) (6), (b) (7)(C) (Print name and title or office, if any)	Tel. No. (b) (6), (b) (7)(C)
	Cell No. (b) (6), (b) (7)(C)
	Fax No.
	e-Mail (b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C) (date) 5/16/2015	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

6-22-2015

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT

## PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313) 226-3200  
Fax: (313) 226-2090

August 25, 2015

M. Catherine Farrell, Esq.  
Pierce Farrell & Tafelski PLC  
2525 South Telegraph Road, Suite 100  
Bloomfield Hills, MI 48302-0287

(b) (6), (b) (7)(C)

Re: Michigan Association of Police (M.A.P.)  
(Henry Ford Hospital)  
Case 07-CB-152586

Dear Ms. Farrell and (b) (6), (b) (7)(C)

This is to advise you that I have approved the withdrawal of the charge in the above matter. In the event the charging party desires to file a new charge, any new charge must be filed with the Board and served on the charged party within six months of the date of the alleged violation.

Very truly yours,

*/s/ Terry Morgan*

Terry Morgan  
Regional Director

CVN/las

cc: (b) (6), (b) (7)(C)  
Michigan Association of Police (M.A.P.)  
667 East Big Beaver, Suite 205  
Troy, MI 48083-1413

Patrick Irwin  
Henry Ford Hospital  
2799 West Grand Boulevard  
Detroit, MI 48202

Patrick Irwin  
Henry Ford Hospital  
6777 West Maple Road  
West Bloomfield, MI 48322

INTERNET  
FORM NLRB-508  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case  
07-CB-154717Date Filed  
6-22-2015

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Michigan Association of Police Henry Ford Health System Police Officers Association	b. Union Representative to contact (b) (6), (b) (7)(C)
c. Address (Street, city, state, and ZIP code) 677 E. Big Beaver Rd. Ste. 109 Troy, MI 48063	d. Tel. No. (800) 368-1159 e. Fax No. (b) (6), (b) (7)(C) f. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the last six-month period, my Union has violated its duty of fair representation by refusing to negotiate favorable wage terms with the Employer at the expense of a majority of bargaining unit employees for reasons that are arbitrary, capricious, and in bad-faith, including the greater seniority of a minority of bargaining unit employees and the former job status of some bargaining unit employees.

3. Name of Employer Henry Ford Health System	4a. Tel. No. (313) 876-8712 c. Fax No.	b. Cell No. (248) 613-1627 d. e-Mail KOSWALD1@HFHS.ORG
5. Location of plant involved (street, city, state and ZIP code) 2799 W. Grand Blvd. Detroit, MI 48202	6. Employer representative to contact Kathy Oswald	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care	9. Number of workers employed About 23,000
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C) c. Fax No.	11b. Cell No. (b) (6), (b) (7)(C) d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		

12. DECLARATION  
The statements therein are true to the best of my knowledge and belief.

An Individual

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

(date) 6/22/15

Tel. No. (b) (6), (b) (7)(C)

Cell No. (b) (6), (b) (7)(C)

Fax No.

e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 7  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 300  
Detroit, MI 48226

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (313) 226-3200  
Fax: (313) 226-2090

July 21, 2015

(b) (6), (b) (7)(C)

Re: Michigan Association of Police / Henry  
Ford Health System Police  
Officers Association  
(Henry Ford Health System)  
Case 07-CB-154717

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that Michigan Association of Police / Henry Ford Health System Police Officers Association has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

The charge alleges that the Union has negotiated, and is currently seeking, contractual wage progressions that reward higher wage rates to employees with greater length of service with the Employer. Seniority is normally an objective, lawful basis for a wage ladder. Without evidence that seniority masks a different and improper motive, a union does not breach its duty of fair representation by formulating wage demands based on length of service.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

**Appeal Due Date:** The appeal is due on **August 4, 2015**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **August 3, 2015**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before August 4, 2015**. The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **August 4, 2015, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge.

Michigan Association of Police / Henry  
Ford Health System Police  
Officers Association  
(Henry Ford Health System)  
Case 07-CB-154717

- 3 -

July 21, 2015

Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ *Terry Morgan*

Terry Morgan  
Regional Director

LRH/las

Enclosure

cc: (b) (6), (b) (7)(C)  
Michigan Association of Police / Henry  
Ford Health System Police  
Officers Association  
677 East Big Beaver Road, Ste. 109  
Troy, MI 48083

M. Catherine Farrell, Attorney  
Pierce, Farrell, Tafelski & Wells, PLC  
2525 S Telegraph Road, Suite 100  
Bloomfield Hills, MI 48302

Ms. Kathy Oswald  
Henry Ford Health System  
2799 West Grand Boulevard  
Detroit, MI 48202